

< Rob (New #)
6154001686



5:22 PM

Thursday, June 18, 2020

Tomorrows the day baby. I don't want to have to over think this for the next 2 weeks so I'm just going to RIP off the bandaid and do it. I took off tomorrow and Monday though just so I dont have to deal with the awkward first conversation right away. That'll at least give HR a few days to figure out

 View all



9:49 AM

R

Sounds good baby. I support you and your decision.

9:50 AM

I'm printing off our company policies and whatnot just in case and came across this. Not sure if it will help or hurt my case

"The image of Ramsey Solutions is held out to be Christian. Should a team member engage in behavior not consistent with traditional Judeo-Christian values or teachings, it w

 View all



10:48 AM

It also states that if you're terminated you dont get paid for your unused time off.....

10:49 AM



< ramsey



your decision.

9:50 AM

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 View all


10:48 AM

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10:49 AM

R

Send it to your attorney

10:49 AM

<Subject: (no subject)>

11:12 77°



On-the-Job Discrimination: Pregnancy Discrimination

Discriminatory conduct based on pregnancy or pregnancy-related conditions is a form of gender-based discrimination. The Civil Rights Act of 1964, in combination with the Civil Rights Act of 1991, serves to protect the rights of various groups of people from discrimination in the workplace based on membership in a protected category. Sex is a protected category. The Civil Rights Act of 1991 clarified the scope of protection and remedies available to victims of discrimination. Several federal agencies work closely with state governments and employers to prevent discrimination in the workplace. These include the Department of Labor and the Equal Employment Opportunity Commission.

Rules:

- Discrimination on the basis of pregnancy, childbirth or related medical conditions is unlawful under federal law.
- In addition, employers may not discriminate against pregnant women on the basis of marital status. Pregnancy-related benefits must be extended to married and single workers alike.
- Employers may not refuse to hire a pregnant woman unless the pregnancy would prevent her from performing major functions of her job.
- If the employee becomes temporarily unable to perform her job due to pregnancy-related conditions, the employer must treat her the same as any temporarily disabled employee. For example, the employer may provide modified tasks, alternative assignments, disability leave or leave without pay.



Me



9:49 AM, Jun 18

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Copy text



Share





Me



10:48 AM, Jun 18

I'm printing off our company policies and whatnot just in case and came across this. Not sure if it will help or hurt my case

"The image of Ramsey Solutions is held out to be Christian. Should a team member engage in behavior not consistent with traditional Judeo-Christian values or teachings, it would damage the image and values of good will and brand. If this should occur, the team member will be subject to termination"



Copy text



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Me

10:16 AM, Oct 1



It's ok. I feel like I need to be honest because I haven't really slept more than 2 hours at a time in the last few months and I think its stress thats causing insomnia and its killing me not being able to sleep and feel like a normal human. I'm incredibly stressed out right now. I know you are too and thats why I haven't said anything but I can't just keep this to myself anymore. Nothing is working out the way I thought it would and it's really weighing on me. I have like \$200 left to my name and I haven't been in the situation since I was 14,

I can't even pay my bills this month and its keeping me awake at night. I've been applying for anything to at least tie me over for now and nothing is coming from it.

I did not expect to ever have to file for unemployment in my life nor did I expect for it to take months and still not have an answer from them.

I feel completely useless as a partner and that's not fair to you that you have to work so hard because you have extra roommates leaching off of you right now. I have never in my adult life not been financially stable and I'm really struggling with it.

This should be a really happy time in our lives but it is nothing but stress and uncertainty right now. I'm stressing out that I didnt just take Ramsey's hush money even though I know it's not the right thing to do. I wouldn't be up all night concerned about paying my insurance and putting groceries in the fridge if I would've just taken their hush off



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Me

10:16 AM, Oct 1



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I'm never one to stress because I'm always in control but I feel like I have zero control over anything right now and it sucks. It sucks more knowing its 100% my fault that we're even in this situation. You don't deserve having to be worried about picking up my slack and I'm really sad about that.

Sorry for the mental dump and sorry for not being able to pull my weight right now.

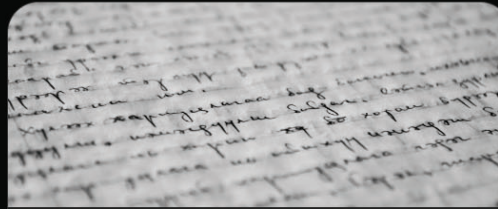


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Delivered
8:37 PM<https://melissajhogan.com/my-statement-regarding-ramsey-solutions/>

My Statement | Melissa J.

Today, Religion News Service relea...

<https://melissajhogan.com/my-st...>

R

Wow. You are empowering many people.

9:09 PM

Delivered
9:09 PM

That was the goal!! 🥰

Saturday, January 16, 2021

**Keep your windows up.**

The team member will use this code for verification.

Your order will then be placed in your trunk.

< ramsey



Friday, February 12, 2021

Delivered
10:31 AM

https://www.wsmv.com/news/investigations/fired-dave-ramsey-employee-i-was-fired-after-husband-criticized-mask-less-holiday-party/article_cad60c22-6cae-11eb-a39b-433bde803adb.html



Fired Dave Ramsey

An email from the human resource...

<https://www.wsmv.com/news/inv...>

R

The ball is rolling and growing. It is going to be hard to stop. It will take some time, but Dave will have to retire eventually if he wants his kids to have a company to run.

10:37 AM

Saturday, February 13, 2021

Her: I'm exhausted I was up till 4am with the baby

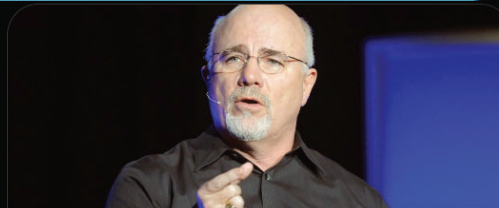
Him: It's probably not good to keep a baby up that late



< ramsey



Friday, April 2, 2021

Delivered
8:19 AM<https://www.inc.com/sophie-downes/dave-ramsey-solutions-lawsuit-caitlin-oconnor-tennessee-pregnancy.html>

Lawsuit Alleging

Business owners criticize the polic...

<https://www.inc.com/sophie-dow...>

R

Baby, can you check the mail on your way back. Thanks.

2:04 PM

Delivered
2:05 PM

Robert I am very busy right now

Delivered
4:13 PM<https://religionnews.com/2021/04/02/dave-ramseys-company-dropped-from-best-places-to-work-list-by-inc/>

Dave Ramsey's company

(RNS) — After learning that Dave R...

<https://religionnews.com/2021/04...>

R

Hows your nap going

4:19 PM

R

Should I come and take your phone

< ramsey

✕ ▾ ▲

Delivered
4:13 PM

<https://religionnews.com/2021/04/02/dave-ramseys-company-dropped-from-best-places-to-work-list-by-inc/>



Dave Ramsey's company
(RNS) — After learning that Dave R...
<https://religionnews.com/2021/04...>

R

Hows your nap going

4:19 PM

R

Should I come and take your phone
from you?

4:20 PM

Delivered
4:28 PM

No this is too good. This story is going
viral now.

Saturday, April 3, 2021

Delivered
1:30 PM

Fwd:<https://youtu.be/VGUx9ITtO2U>



Lawyer on Dave Ramsey

Lawyer on Dave Ramsey Lawsuit ...

<https://youtu.be/VGUx9ITtO2U>

R

Wyatts left eye is watering and kinda

< ramsey



Annnnnnd here we go. I knew my filing would just be the beginning

<https://religionnews.com/2021/04/15/former-employee-sues-dave-ramseys-company-for-alleged-religious-discrimination-cult-like-atmosphere/>

Delivered
8:12 PM



Former employee sues

(RNS) – The lawsuit claims emplo...

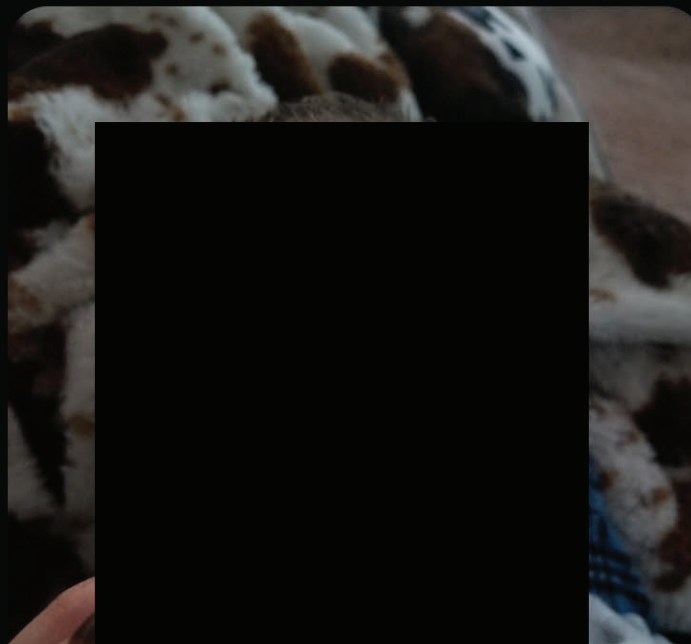
<https://religionnews.com/2021/04...>

Friday, April 16, 2021

R

Good morning baby. I hope you slept. Tell Wyatt good morning for me. Love you

7:06 AM



< ramsey



Is it weird that the only person that reaches out consistently from **Ramsey** is Lauren?

Lauren is their Daniel's admin. Daniel is their general counsel.....

4:06 PM

Or am I just reading too much into that?!

R

Hmmmm. I'd be careful. Very careful.

4:10 PM

R

We are on the plane. I'm so excited to see you.

4:37 PM

4:38 PM

Me too!!!!!!! 😊👏❤️

R

Freaking lightning has me at the gate again. Wtf.

5:06 PM

5:16 PM

Are you actually on the the plane?? 🤔

5:17 PM

Am I being catfished?!

R

Been on the plane since 5:25

5:17 PM



5:20 PM

I'm going with catfished

R

2 back to back storms and seems like another is coming in. They have to finish fueling and we have to wait for the runway to open back up.

5:21 PM